

Athena Swan Australia Advisory Committee

Meeting 1 notes

Date and time	Tuesday 21 November 2023, 3–4 pm AEDT 2–3 pm AEST 12–1 pm AWST	
Venue	Virtual – MS Teams	
Attendees	<p>Catherine Elliott (Chair) Telethon Kids Institute</p> <p>Cobie Rudd Edith Cowan University</p> <p>Andrew Deeks Murdoch University</p> <p>Zlatko Skrbis Australian Catholic University</p> <p>Kay Latham RMIT</p> <p>Edwin Hawkins WEHI</p>	<p>Kumi de Silva UTS</p> <p>Fiona Stapleton UNSW</p> <p>Kate Huppertz Western Sydney University</p> <p>Andrew Heap Geoscience Australia</p> <p>Janin Bredehoeft SAGE CEO</p> <p>Jennifer Cameron (Secretariat) SAGE</p>
Apologies	<p>Mel Fuller DSTG</p> <p>Gail Crimmins University of the Sunshine Coast</p>	<p>Libby Lyons Chair of the SAGE Board</p>

Item	Notes
Background on Athena Swan Australia Advisory Committee	<p>Purpose</p> <ul style="list-style-type: none"> Provide expert guidance to ensure that the SAGE program adds value for subscribers and remains fit-for-purpose. Provides space for SAGE to engage with and update subscriber representatives in a transparent, inclusive way. <p>Goals and objectives</p> <ul style="list-style-type: none"> Ensure that the SAGE Athena Swan program remains suitable for the evolving Australian context. Collaborate and share best practice to drive meaningful change. Provide guidance on implementation.
Committee diversity	SAGE is actively recruiting an Indigenous member for this committee. (Action 1)
Committee scope and expectations	<ul style="list-style-type: none"> The Committee will meet at least twice a year. Each meeting will take place before a SAGE board meeting. The Chair will act as a conduit between the SAGE Board and the Committee by: <ul style="list-style-type: none"> reporting to the SAGE Board after each committee meeting; and updating the committee at the subsequent committee meeting. The SAGE secretariat will record minutes. The Committee agreed that minutes will be published on the SAGE website. The Committee are welcome to contest or change ideas proposed by SAGE so that the voice of the participating organisations is represented.

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SAGE branding project	<p>In response to subscribers' feedback, SAGE is considering a name change to reflect the expansion of the program beyond science and gender.</p> <p>Janin noted the Committee's concerns that a shift to diversity more broadly risks diluting focus on gender and women in STEM and agreed that gender and intersectionality should remain a focus.</p>
Changes to SAGE Cygnet Award review process	<p>The Committee considered three proposals for reducing burden in the Cygnet Award review process:</p> <ol style="list-style-type: none"> 1. All Cygnet Award applications are reviewed in-house by Dr Isabelle Kingsley, a member of the SAGE team who is an evaluation specialist. 2. All Cygnet Award applications are reviewed in-house by a member of the SAGE team, with oversight from an independent reviewer. For example, an appropriate person drawn from the reviewer pool would endorse the assessment made by the SAGE team. 3. Institutions can choose to have their applications are assessed in-house or by a peer review group. <p>All Committee members voted in favour of Option 2, as it strikes the best balance between maintaining rigor and consistency in assessment, minimising workload for SAGE and volunteer reviewers, and providing learning opportunities for the sector. There was least support for Option 3.</p> <p>However, the Committee also noted that:</p> <ul style="list-style-type: none"> • the independent reviewer should be knowledgeable in accreditation or evaluation • more than one independent reviewer may be needed to balance individual views and biases
Growing the SAGE reviewer pool	<p>The Committee supported requiring all SAGE institutions to contribute at least 3 reviewers to the pool.</p> <p>The Committee suggested also requiring SAGE institutions to provide workload recognition for the reviewers they contribute, and to ensure that they only nominate people with the relevant expertise.</p>
Next meeting	May 2024 (Actions 2 and 3)

Actions arising

No.	What	Who	When
1	Let Janin know if there are any groups or forms of diversity that you feel are not (but should be) represented on the Committee.	All	Any time
2	Complete Doodle poll (to be circulated by SAGE secretariat) for next meeting.	All	January 2024
3	Contact Janin or Cath if you want to add items to next meeting's agenda.	All	Before May 2024 meeting